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DRAFT - 27 November 1951

PART XV - HAZARDOUS DUTY PAY

15.1 Hazardous Duty Pay

a. The mission of CIA is of a nature which requires its staff employees and staff agents to be exposed to some personal danger as a part of their regular positions. There are, however, activities necessary to the fulfillment of the Agency mission which require individuals in some positions to expose themselves to more than the ordinary risk.

b. The principle is recognized that persons who are exposed to more than the ordinary risk are entitled to additional compensation. This regulation establishes provision for payment of a salary differential to be known as Hazardous Duty Pay, to those staff employees and staff agents who perform duties under conditions which are extraordinarily hazardous causing them to be exposed to direct personal peril.

15.2 Hazardous Duty Pay Board

a. There is established a Hazardous Duty Pay Board authorized to set Agency standards and prescribe procedures for the payment of Hazardous Duty Pay. The Board shall examine conditions under which duty is performed by staff employees and staff agents to determine if the hazards involved are of a sufficiently extraordinary nature to warrant the payment of additional compensation in the form of Hazardous Duty Pay. The Board shall consist of the following members:

Assistant Director (Personnel) Chairman

Comptroller Member

General Counsel Member

DESIGNATED REP. OF DDP

as follows

Representatives of the Assistant Directors of OSO and OPC of at least Division

Chief level shall participate as non-voting, advisory members.

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b. Final action of the Board shall require the presence and unanimous approval of the three regular members. A copy of the report of each action taken shall be submitted to the Office of the Deputy Director (Administration)

c. The Hazardous Duty Pay Board shall meet at such intervals as it determines necessary and any member shall have the right to request that a meeting be called

d. When the Board determines that a category shall be established for payment of Hazardous Duty Pay to all employees whose duty falls within that category, a memorandum shall be sent to the Office of the employees concerned, setting forth standards for initial payment and for continuation of payment.

e. When the Board determines that one or more persons perform duties under conditions which do not constitute eligibility within a category, and do not warrant the establishment of a category but are under conditions which entitle them to Hazardous Duty Pay, a memorandum shall be sent to the Office of each employee concerned setting forth standards for initial payment and for continuation of payment

f. The Board will designate officials, not to be below Division Chief level who will be responsible for certifying that the employees receiving Hazardous Duty Pay have met and are meeting standards for continued eligibility

g. The Hazardous Duty Pay Board may be guided by, but not necessarily limited to, standards used by the military services or other government agencies in determining amounts and methods for payment of Agency personnel performing comparable functions.

h. The Board shall determine standards for the payment of Hazardous Duty Pay to employees and agents while in a training status and after assignment.

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15.3 Parachute Pay Differential

a. CIA staff employees and staff agents engaged in parachute jumping will be entitled to a salary differential as specified below:

(1) CIA civilian trainees undertaking parachute instruction will be granted a parachute pay differential of \$300 to be paid upon certification by the Assistant Director of Training (Covert) showing successful completion of courses of training specified by the Director or his designee.

(2) Upon successful completion of training courses such staff employees or staff agents shall be eligible for a continuing parachute pay differential of \$50. per 2-week pay period (or \$100. per month if on monthly pay periods) payable upon certification of the Assistant Director of the operating office concerned that the employee or agent has engaged in at least one parachute jump during the twelve-week (or three month) period immediately following the completion of training courses. A similar certification at the end of each succeeding twelve-week (or three month) period will sustain the employee's or agent's eligibility for parachute pay differential during the twelve-week (or three month) period following each certification.

(3) CIA civilian parachute instructors will be eligible for a continuing parachute pay differential of \$50. per two-week pay period upon certification of the Assistant Director of Training (Covert) that the instructor has engaged in at least one parachute jump during the twelve-week period preceding the certification. A similar certification at the end of each succeeding twelve-week period will sustain the instructor's eligibility for parachute pay differential during the twelve

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week period following each certification.

b. The Parachute Pay Differential will become effective for those employees whose eligibility is established at the beginning of the first pay period following issuance of this regulation.